

EASTON PUBLIC SCHOOLS
EASTON, MA

EASTON SCHOOL COMMITTEE WORKSHOP MINUTES
Friday, May 19, 2017

Minutes of School Committee Workshop Meeting, May 19, 2017, 101 Lothrop Street, Professional Development Room, convened at 1:05 p.m. Present: Jacqueline Weisman, Nancy De Luca, Jane Martin, Caroline O'Neill, and Dr. Cabral.

Call Meeting to Order:

Chair Weisman called the meeting to order at 1:05 p.m.

Discuss and Review The Operational Audit Report Sections Three, Four and Five:

Ms. De Luca said she represents the School Committee as a member of the Town's Audit Committee. She continued that the task from the last Audit Committee Meeting was to review sections of the audit with the School Committee and relay their input at the next Audit Committee Meeting scheduled for Tuesday, May 22nd.

Ms. Martin said there are questions around the data; it is not clear, doesn't match other sources.

Dr. Cabral said that there are some things on the audit that does not have context, it is only numbers.

Ms. O'Neill said that Ms. De Luca would have been in an awkward position going to the Audit Committee Meeting on Tuesday because Ms. De Luca wouldn't have been able to speak for the School Committee so they decided to add this additional meeting.

Ms. De Luca thanked the Committee for adding the meeting so she can have more information before going to the Town Audit Committee Meeting.

Ms. Martin noted the amount of time it has taken for the administrators to comply the information for the Audit Committee and that the audit is done and she felt it was not wise to invest more time to supply additional data. It was questioned what the purview of the Audit.

Chair Weisman said she would talk Dan Murphy, member of the Board of Selectmen.

Dr. Cabral said that she is still going through the data and checking some numbers because some are contradictory.

As the Committee went through Sections Three: School and Town Staffing Comparative Analysis, Four: School and Town Compensation Comparative Analysis and Five: School and Town Benefits of the Operational Audit Report a discussion was held and information that was incorrect was noted.

Ms. Martin said it would be interesting to see what districts can be compared to Easton in terms of outcomes and see what their staffing, compensation, benefits and per pupil spending looks like. She continued that it would be another way to look at the data.

Somying Monroe, an Easton resident, asked Ms. Martin what are some of the things you are thinking about as far as outcomes.

Ms. Martin said a variety of outcomes, one of the outcomes is the MCAS scores and developing growth, DART analysis is not based on student outcomes.

Dr. Cabral said it might be comparing to Districts that you may not want to be compared to.

Ms. Monroe asked if they were the same districts similar to those represented during the override presentation.

Ms. Martin and Dr. Cabral agreed that they would have to go back and check.

Dr. Cabral said there are different comparisons for different purposes.

Kevin McIntyre, Easton resident and member of the Board of Selectmen, commended the Committee for a great job as the audit confirms, the School District is doing a lot with a little and even though the Committee already knows this, now everyone knows. He continued that even though the academic accomplishments are not reflected in the audit, it is a huge component. He continued that one of the comments he picked up on was the number of students and that the teacher contracts are probably the same for other towns. He said there were a couple of hard number discrepancies and asked if mistakes were made based upon that time, would they would be corrected.

Dr. Cabral answered that if it has a fundamental change of something that it changes how a decision might be made, she stated she wasn't sure how and if the audit company would change it.

Ms. De Luca said she would discuss this when she attends the next Audit Committee Meeting. She continued that at the next Audit Committee Meeting on Tuesday, the Committee will be discussing the Audit sections three, four and five and at the meeting following Tuesday's meeting the Audit Committee will be given three more sections of the audit to review. Ms. De Luca said she believes the purpose of the meeting is to discuss the Audit sections and determine if they need to make changes.

Ms. O'Neill asked Mr. McIntyre about the true charge of the Audit Committee.

Mr. McIntyre said he doesn't think the Town's Audit Committee will state what they feel should or should not be implemented, he said he feels it will be left up to the School Committee. He stated that he was not speaking on behalf of the Board.

Ms. Martin said that people on the School side and on the Town side have already put in a tremendous amount of time on the Audit and that if Dr. Keough and Dr. Cabral feel that it is critical that they correct the data and turn it in then she supports that; however, the Committee is aware that this is not completely accurate and that enough time has been spent on it already.

Chair Weisman said that after Ms. De Luca and the Audit Committee meets then another meeting will be scheduled for the School Committee.

Ms. Monroe asked if the Committee will keep on the table the recommendation of the pay scale for teachers.

Ms. O'Neill stated they cannot talk publically about this topic.
Dr. Cabral said it was part of negotiations and bargaining.

Mr. McIntyre asked if the Committee notes a relationship between Easton salary structure, the obvious quality of teachers that we have and the student to teacher ratio; are they in the platform as Easton ranks high academically but they rank low on the teacher to student ratio. He continued that we have excellent and highly paid teachers but they need additional teachers to bring those ratios up. He continued that we are at bottom of student to the teacher ratio.

Ms. De Luca said that it is because of the number of steps Easton has. She continued that the student to teacher ratio would increase if Easton had more teachers.

Dr. Cabral said the steps pertain to the number of years in Education and the years of service. She continued that the teachers in Easton tend to stay teaching in Easton.

Executive Session RE: Possible Revision to Dr. Cabral's Contract as New Superintendent:

On a motion by Ms. De Luca, seconded by Ms. Martin, with a 4-0 roll call vote, the Committee entered into Executive Session at 2:36 p.m. for the purpose of a possible revision to Dr. Cabral's contract as the new superintendent, not to return to open session.

Respectfully submitted,



Lisha Cabral, Ed.D.

Secretary